

Rules to Live By

Stolen from the Dali Lama/Ben Franklin/Calvin Coolidge

- **Take into account that great love and great achievements involve great risk.**
- **When you lose, don't lose the lesson.**
- **Remember that not getting what you want is sometimes a wonderful stroke of luck.**
- **Nothing in the world can take the place of persistence”**
- **Share your knowledge. It's a way to achieve immortality.**

**Reappointment, Promotion and Tenure
NASPGHAN/Mead Johnson
Fellows Conference
March 26,2004**

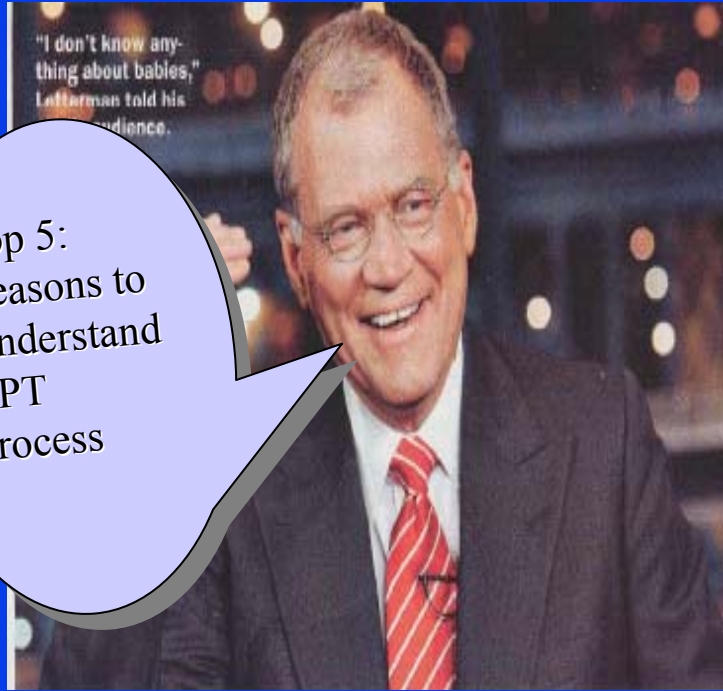


**Children's Hospital Research Foundation
Cincinnati, Ohio**

Challenge

- **Question: How do you make a talk re: faculty promotion interesting immediately before dinner?**
- **Answer: I don't know! I will try to dazzle you with pictures, profound thoughts, etc.**
- **Remember: Criteria for an expert**
 - **Knows no more about a subject than the audience**
 - **Travels more than 50 miles to give talk**
 - **Has slides (now Power Point!)**

Why is understanding RPT important to you?



- **Employment**
- **Which track is best**
- **Track dictates Expectations**
- **Tenure track = clock**
- **Promotion=\$\$\$**

Know your Faculty Track

Departmental Tracks

- **Clinical Track**
- **Research Track**
- **Tenure Track**
- **Clinical Scholar**
- **Research Scholar**
- **Adjunct Track**
- **Field Service Track**
- **Volunteer Track**



Promotion in Individual Faculty Tracks (1)

- **Clinical Track (non-tenure)***

- **Clinical Specialist**

- Largely clinical activities

- **Educator Specialist**

- Recognized leader in educational programs

***Demonstrates clinical scholarship by participation in clinical research and publications**

Promotion in Individual Faculty Tracks (2)

- **Research Track (non-tenure)**
 - Involved in well-organized research programs with external support
 - Independent funding laudable but collaborative projects most common
 - Extramural funding expected to comprise major portion of salary support
 - Peer reviewed publications and teaching expected

Promotion in Individual Faculty Tracks (3)

- **Tenure Track**
 - **Faculty devote majority of time to research**
 - **Clinical Scholar: clinical faculty**
 - **Research Scholar: non-clinical faculty**
 - **Externally funded, high quality research focus with recognition on national level**
 - **PI on grants with sustained extramural support with high quality, peer-reviewed journal articles**
 - **Extramural grants comprise significant portion of salary support**

More on Tenure Track

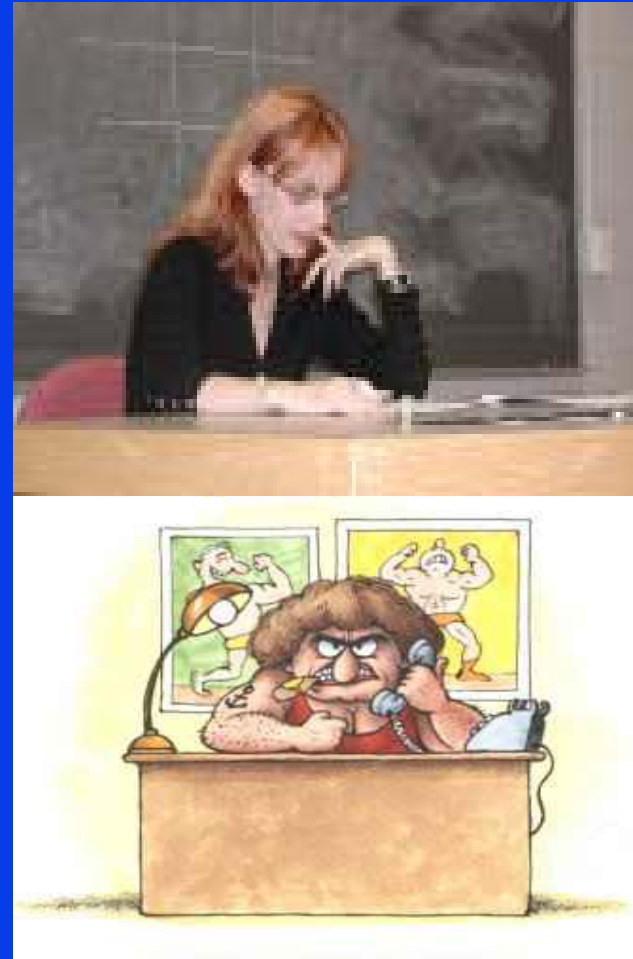
- **Maximum of 10 years to attainment of tenure for clinical faculty. Must submit by 8 1/2 years. For research faculty maximum of 7 yr. probation and must submit by 5 1/2 years.**
- **Tenure implies long term University commitment**
- **Reality?** University only guarantees a small portion of your salary and you are not guaranteed lab space, tech help, secretarial help, etc.

Department RPT Committee

- **Membership dictated by College of Medicine**
- **Members nominated by faculty**
- **Representative of faculty in all tracks**
 - **Clinical**
 - **Research**
 - **Tenure**

Departmental Coordinator

- **Each Department:
RPT coordinator**
- **Most important
person to know**
- **If questions, ask
him/her.**
- **If unclear, ask RPT
Chair, Dept Chair,
Division Head**



REAPPOINTMENT, PROMOTION AND TENURE DOCUMENTS

All Faculty need to know:

- **Departmental RPT Review Process**
- **Departmental Format for CV**
- **Departmental Reappointment, Promotion and Tenure Criteria**
- **College of Medicine Criteria for Reappointment, Promotion and Tenure**

Your R P and T Dossier

- **Curriculum Vitae in appropriate format**
- **Personal statement**
- **Annual Review**
- **Letters of recommendation**
- **Supportive Information**
 - **Reprints**
 - **Teaching Evaluations**

REAPPOINTMENT, PROMOTION AND TENURE PROCESS

- **CV is important**
 - document everything
 - don't minimize what you do
 - don't assume the committee knows anything about you
- **Annual evaluations are included in dossier**
- **Letters of recommendation make big impact**
- **Have right to see dossier**
 - your self statement is important for making important issues clearer

REAPPOINTMENT, PROMOTION AND TENURE PROCESS

- **Understand requirements for reappointment and promotion for track you select**
- **Be proactive**
- **Know criteria for reappointment, promotion and tenure (both College and Department)**
- **Work with Division Director toward goals**
- **Letters are important; think wisely**

What Catches R P and T Attention?

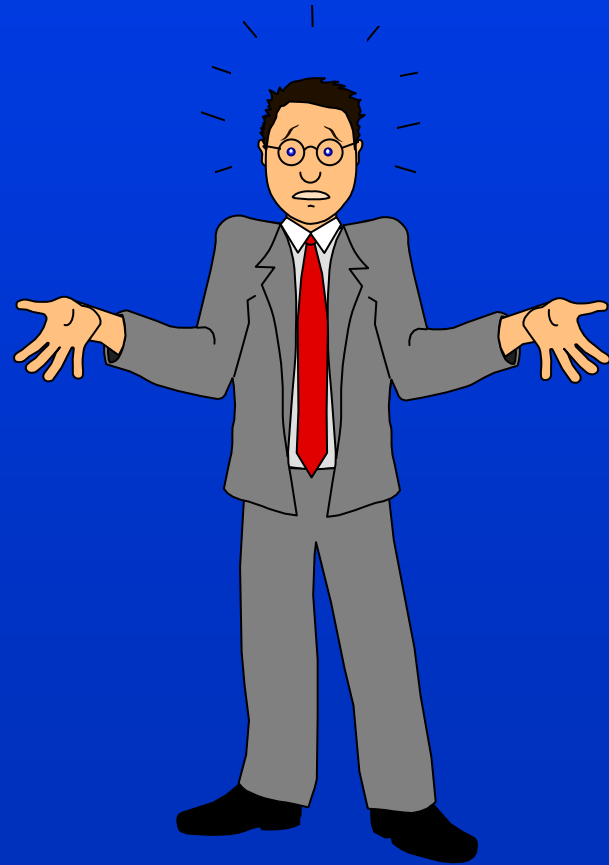
- **Consistently good performance evaluations**
- **Well organized/complete CV**
- **Letters that carefully characterize the strengths of your performance in research, clinical, and/or teaching**
- **Supplemental materials that demonstrate your strengths such as student/resident evaluations for teaching**

Levels of Review

- **Division Director**
- **Department RPT Committee**
- **Department Chair**
- **College of Medicine RPT Committee**
- **Dean, College of Medicine**
- **Provost, Medical Campus**
- **President of University**
- **Board of Trustees, University**

IMPORTANT TIPS

- **Seek mentors**
- **Protect time for scholarly activities**
- **Stay focused**
- **Know criteria**
- **Know expectations**
- **Money and publications**
- **BE YOUR OWN ADVOCATE**



Points to Remember (1)

David Campbell, Ph.D.

- **Set some goals: If you don't know where you're going, you will probably will wind up someplace else.**
- **Selecting goals is choosing direction not where you will end up**
- **Expand your choices by increasing assets**
- **Achievements will be gradual: “Do little things now; so shall big things come to thee by and by asking to be done.”**

Points to Remember

David Campbell, Ph.D.

- **Your job is going to determine how you live**
- **Take care of your body**
- **Have fun: Don't take yourself too seriously**

Balance Work with Family

(Advice from a pentagenarian)

- **Have a life outside of the hospital**
- **Cultivate friendships**
- **Remember that after you're gone the people who will remember you will be your family not your divisional head, chairman, dean, etc.**